

# **ESTIMATES COMMITTEE**

## **1958-59**

### **FORTY-SECOND REPORT**

(SECOND LOK SABHA)

**MINISTRY OF DEFENCE**

ACTION TAKEN BY GOVERNMENT ON THE RECOMMENDATIONS OF THE ESTIMATES COMMITTEE CONTAINED IN THE FIFTY-FIFTH REPORT OF THE ESTIMATES COMMITTEE (FIRST LOK SABHA) ON THE MINISTRY OF DEFENCE ORDNANCE FACTORIES (STAFF MATTERS & TRAINING)



**LOK SABHA SECRETARIAT**  
**NEW DELHI**  
*March, 1959*  
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CORRIGENDA

Forty-Second Report of the Estimates Committee  
(Second Lok Sabha)

Page 12, Serial No.19, Column 3, line 3 from the bottom after "recommend" add "that".

Page 21, Serial No.56, Column 3, line 1 for "scheme" read "schemes"

Page 24, Serial No.62, Column 3, line 1 for "suggested" read "suggest"

Page 27, Serial No. 6, Column 3, (1) line 5 from the bottom for "those" read "these" and (2) line 4 from bottom for "these" read "those"

Page 34, existing column numbers, for "2" read "3", for "3" read "4" and for "4" read "5" and add "2" between "1" and "3"

Page 35, Serial No.31, (1) Column 3, line 10 for "accented" read "adopted" and (2) Column 4, line 8 from the bottom for "simplifying" read "simplifying"

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## ESTIMATES COMMITTEE

1958-59

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Shri Balvantray Gopaljee Mehta

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Shri R. K. A. Subrahmanya—*Under Secretary.*

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\*Elected w.e.f. 28-8-1958 *vice* Shri Mahavir Tyagi resigned.

\*\*Elected w.e.f. 17-9-1958 *vice* Shri J. Rameshwar Rao resigned.

\*\*\*Elected w.e.f. 23-9-1958 *vice* Shrimati Renuka Ray resigned.

\*\*\*\*Elected w.e.f. 23-9-1958 *vice* Shri Nemi Chandra Kasliwal resigned.

\*\*\*\*\*Elected w.e.f. 17-12-1958 *vice* Shri Vijayram Raju resigned.

## INTRODUCTION

I, the Chairman of the Estimates Committee, having been authorised by the Committee, present this Forty-Second Report of the Estimates Committee of the Second Lok Sabha on the action taken by Government on the recommendations contained in the Fifty-Fifth Report of the Estimates Committee of the First Lok Sabha.

2. The Fifty-Fifth Report of the Estimates Committee of the First Lok Sabha was presented to the House on the 28th March, 1957. The Government furnished their replies to the recommendations pertaining to Ordnance Factories (Staff Matters and Training) on the 24th July, 1958. The Study Group "B" of the Estimates Committee (1958-59) examined the replies on the 20th December, 1958.

3. The Report has been divided into five Chapters :—

I. Report

II. Recommendations that have been accepted by the Government.

III. Replies of the Government that have been accepted by the Committee.

IV. Replies of the Government that have not been accepted by the Committee.

V. Recommendations in respect of which replies of the Government have not been received.

4. An analysis of the action taken by Government on the recommendations contained in the Fifty-Fifth Report is given at Appendix 'I'.

NEW DELHI;  
*The 6th March, 1959.*

BALVANTRAY G. MEHTA,  
*Chairman,  
Estimates Committee.*

## CHAPTER I

### Report

The Estimates Committee observed in paragraphs 23 to 40 of their Fifty-fifth Report (First Lok Sabha) that the staff in the Ordnance Factories was on the high side, that the procedure of determining the surplus staff left considerable scope for retaining hidden surpluses in the Factories and that the existing procedure of calculating labour requirements in the Ordnance Factories allowed ample scope for a loose and liberal computation thereof. Accordingly they recommended in para 39 of the Report that steps should be initiated at an early date to determine on a scientific basis the norms and work loads for the categories of staff and to fix their strength on that basis. In para 30 of the Report they recommended that some measures might be devised to segregate idle staff and labour from others so as to prevent the lowering of productivity of all. In reply the Government while noting the suggestion of the Committee that measures might be devised to segregate idle staff and labour, if any, from others did not deny that there was surplus of staff and labour in Ordnance Factories. It was, however, stated that the procedure of calculating direct and indirect labour requirements was reasonably correct. Norms were laid down for recurring items of production but it was not practicable to apply norms to non-recurring *ad hoc* small orders. As regards the staff it was stated that yardsticks were laid down in 1947 and as the conditions of workload had since changed steps had been taken to examine the question afresh. While the Committee welcome the decision of Government to review the yardsticks prescribed for determining the requirements of staff they regret that similar action has not been taken in respect of labour. They consider it desirable that, firstly, there should be a thorough review of the labour strength of each Ordnance Factory with a view to eliminate surplus labour, if any, and secondly, that ways and means should be devised for determining the requirements of labour for even *ad hoc* orders on a scientific basis.

2. In this connection, the Committee stated in para 39 of the Fifty-fifth Report that it might be desirable to make a comparative study of the various categories of staff in the industrial establishments in the civil sector. It is not clear from the reply of the Government whether any such study was carried out.

3. The Committee, therefore, recommend that the staff and labour strength of the Ordnance Factories as well as the procedure of determining their future requirements might be reviewed. They further suggest that for this purpose the desirability of employing a few industrial engineers experienced in factory organisation to study the nature of orders undertaken in the Ordnance Factories and to advise the best method of determining the requirements of labour and staff therefor might also be considered.

## CHAPTER II

### Recommendations that have been accepted by the Government

S. No. of recommen- dations	Ref. to para No. of Report	Summary of Recommendations	Reply of the Government
1	2	3	4
1	4	<p>The Committee were told that there was a great shortage of senior officers in the Ordnance Factories and that attempts to fill these posts through the U.P.S.C. had not met with encouraging results. They consider this particularly unfortunate and suggest that special steps be taken to fill the shortages among these categories of posts by means of special recruitment in various age-groups so as to attract the experienced persons from private industry also. Reference is also invited in this connection to S. Nos. 9 and 10.</p>	<p>The suggestion that special steps should be taken to fill shortages among senior officers in the Ordnance Factories by means of special recruitment in various age groups is appreciated and is being, and will be, given effect to. The difficulty in recruiting experienced persons so far has been due to the unattractiveness of the existing pay scales, especially when attractive terms to the technical officers are offered outside. Steps are being taken to improve the pay scales and other terms of service, as far as possible, to make the Indian Ordnance Factory Service as attractive as possible.</p>
3	7	<p>The Committee recommend that psychological tests should also be included in the examination</p>	<p>This recommendation is being implemented.</p>

[Ministry of Defence O. M. No. 47(9)/57/D/(FY)  
dated the 23rd July, 1958.]

for selection to the Apprentice Training Scheme for the purpose of finding the aptitude of the candidates for these jobs.

[Ministry of Defence O. M. No. 47 (9)/57/D/(FY) dated the 23rd July, 1958.]

7

14 The representation of Scheduled Castes/Scheduled Tribes in the Gazetted and Class III posts is far below their reserved quota. The Committee would urge that effective measures should be taken to step up their recruitment by keeping in touch with the various representative organisations of these castes/tribes. In addition such measures as, for example, prescribing lower standards of selection for them and by trying to make good the deficiency by giving them subsequently extra training or by recruiting them in larger number in areas where suitable candidates may be available, may also be considered. In this connection, the Committee also invite a reference to para 28 of their 24th Report.

The suggestion made by the Committee is noted and steps have been taken as suggested by them. Further steps as necessary will also be taken in this respect.

[Ministry of Defence O. M. No. 47 (9)/57/D/(FY) dated the 23rd July, 1958.]

83

8

15 The Committee suggest that conditions of eligibility for departmental promotions to the Supervisory categories may be laid down and publicised among the staff.

Conditions of eligibility for promotion to supervisory grades have already been laid down and publicised among the staff for some categories and in respect of other categories they are being finalised and will be published soon.

[Ministry of Defence O.M. No. 47 (9)/57/D/(FY) dated the 23rd July, 1958.]



30                   47   At present there is no uniform formula for determining the rank of Security Officers employed in the Ordnance Factories. The Committee recommend that the position may be reviewed so as to bring some sort of uniformity in the appointment of these Officers.

The review as suggested by the Committee was undertaken. A general formula for deciding the rank of a Security Officer already existed under which all major factories or groups of factories were manned by a Major and other individual factories by a Captain. There were only few exceptions to this general rule and they have since been rectified as follows :

- (i) A fresh appointment of Captain has been sanctioned for Clothing Factory, Shahjahanpur.
- (ii) The appointments of Major for Ordnance Factory Dehra Dun and Captain for both Harness & Saddlery Factory and Ordnance Parachute Factory have been inter-changed.
- (iii) The rank of S. O. at Ordnance Factory, Katni has been upgraded from Lt. to Captain.

Although Gun and Shell Factory Cossipore (including Dum Dum Branch) is a major factory yet it has been decided not to upgrade the rank (Captain) of the Security Officer of that Factory to that of Major because of the proximity of that Factory to DGOF's Head-

quarters which admits of the advantage of frequent advice and consultations.

[Ministry of Defence O.M. No. 47(9)/57/D/(FY) dated the 23rd July, 1958.]

44           83       The Committee suggest that the feasibility of introduction of double shift system in the Artisan Training School to meet the requirements of technicians not only in the ordnance factories but also in other industries in the public and private sectors may be examined. They feel that the only difficulty in this connection *viz.*, the absence of sufficient hostel accommodation for the trainees could easily be surmounted.

The question of starting a double shift system in the Artisan Training School has already been considered and will be given effect to shortly.

[Ministry of Defence O.M. No. 47 (9)/57/D/(FY) dated the 23rd July, 1958.]

52           98       The Committee observe that the annual intake of trainees in the Ordnance Factories is very low *viz.*, 2 per cent of the total strength of the staff in relevant categories. They recommend that the requirements of labour and staff should be worked out on a realistic and long term basis and that the training schemes should be expanded to meet them.

It is proposed to increase the number of apprentices and other categories of trainees under the proposed integrated training scheme.

[Ministry of Defence O.M. No. 47(9)/57/D/(FY) dated the 23rd July, 1958.]

53           100       The Committee suggest that special steps be taken to meet the shortages of highly skilled craftsmen as these continued shortages are bound to affect the efficiency and economic functioning of Ordnance Factories. In this connection the Committee commend similar steps as have

It is proposed to increase the number of trainees for the highly skilled categories by starting a training scheme with 25 trainees per year, ultimately to be scaled up to 100 trainees per year at the Artisan Training School, Ambernath.

been recommended in the case of Assistant Works Managers (Recommendation No. 1 above).

[Ministry of Defence O.M. No. 47 (9)/57/D/(FY) dated the 23rd July, 1958.]

54 101 The Committee feel that the proposed scheme for the training of Instructors is very essential and hope that the same will be implemented without any delay.

Steps are being taken to have the training scheme for instructors implemented without delay.

[Ministry of Defence O.M. No. 47(9)/57/D/(FY) dated the 23rd July, 1958.]

55 102 In such undertakings as the Ordnance Factories it is desirable and essential to have a system of refresher courses. The Committee recommend the introduction of short refresher courses for members of the supervisory staff drawn from the whole organisation. The curriculum of training may include subjects like managerial functions, industrial relations and problems, factory expenditure, cost control etc. The Committee would like to stress that due emphasis should be laid on the subject of cost control and thereby efforts may be made to make the staff of Ordnance Factories more cost conscious. In the Committee's view the value of this training would be further enhanced if in addition to the training instructors senior members of managerial staff of the Factories and the technical colleges are also invited to give lectures to the trainees of the school.

The suggestion made by the Committee has been accepted and will be implemented as soon as the organisational problems can be overcome.

[Ministry of Defence O.M. No. 47(9)/57/D/(FY) dated the 23rd July, 1958.]

### CHAPTER III

#### Replies of the Government that have been accepted by the Committee

Serial No.	Ref. to Para No. in the report	Recommendations made by the Committee	Reply of Government
1	2	3	4
2	6	<p>The Committee were given to understand that papers for the written examination of candidates to Apprentice Training Scheme are set centrally but examined locally. They feel that the existing system might result in lack of uniformity in standards and suggest that the valuation of papers should also be undertaken on a central basis.</p>	<p>The answer papers are evaluated by officers appointed by the DGOF for the purpose, who do not belong to the factory where candidates appear in the examination. Further, the model answer to each question is sent from DGOF's Headquarters, with directions as to how the answer papers are to be evaluated. Before finalising the list of successful candidates, the examination papers of successful candidates as also of some of those listed below the successful candidates, are again examined by the Central Selection Board. The substance of uniformity in the evaluation of papers is thus already achieved under the existing procedure.</p>

9 The Committee were concerned to learn of the large number of resignations from Ordnance Factories. They were informed that the pay scales for equally qualified men offered by certain undertakings set up in the public sector were very high as compared to those prevailing in the Ordnance Factories. The Committee view this position with great concern and do not see any reason why there should be so much disparity in the pay scales in the undertakings administered by the same Government. They recommend that immediate steps should be taken to examine the whole pay structure of comparable posts in all Government undertakings and to bring uniformity therein as far as may be possible.

10 The Committee were informed that service in the Ordnance Factories was not attractive due to the slow rate of promotion as compared to the Government departments and the absence of pension scheme in this Organisation. The Committee are not happy with the rapid promotions being given in certain expanding departments

In view of this and also of the fact that vol-  
union of papers on a central basis will involve  
delay and lead to additional work at the Head-  
quarters, it is not proposed to modify the pres-  
ent system.

[Ministry of Defence O.M. No. 47(9)/57/D/(FY)  
dated the 23rd July 1958.]

The recommendations are noted and active steps  
have been taken in that direction.

[Ministry of Defence O.M. No. 47(9)/57/D/(FY)  
dated the 23rd July 1958.]

The recommendations are noted and active  
steps have been taken in that direction.

[Ministry of Defence O.M. No. 47(9)/57/D/(FY)  
dated the 23rd July 1958.]

but are inclined to think that it would be desirable to ensure that there should be uniformity in prospects in various similar services. The Committee consider that these problems have to be tackled realistically and from the point of view of national good and not from the narrow good of particular Ministry or Industry. They therefore, suggest that the question should be tackled at a very high level and the Cabinet itself should give a policy decision in this matter, so that a certain amount of equality of opportunity and prospects exists in all the Ministries and industries in the country. They further suggest that armed with this policy decision the Home Ministry should ensure its implementation by all concerned.

13

26 The Committee do not expect that there would be any agreement between the management and the Works Committees in regard to the extent of surplus labour and the procedure to be adopted for retrenching them. They feel, however, that had the works committees been working successfully, which would also have required greater cooperation on the part of the labour representatives as well as their leaders, it should have been possible to effect gradual retrenchment of surplus labour by providing simultaneous employment elsewhere.

No comments.

[Ministry of Defence O.M.No. 47(9)/57/D/(FY)  
dated the 23rd July, 1958.]

14

27 The Committee are surprised to note that the True picture in regard to the extent of idle labour deployment of idle labour on indirect work in ordnance factories was intimated by the

orders was not detected and stopped by the Director General, Ordnance Factories, in time. Further, the unjustified employment of this labour on such work orders not only resulted in exhibiting an incorrect picture of the volume and extent of idle labour in factories and inflating their production costs, but also would have had an adverse effect on other workers. The Committee feel that had the true picture in this regard been presented from the very start, which could possibly have been done if there was some attempt to correlate labour strength and the workload the solution of this problem might not have been delayed so long.

DGOF and known to the Ministry right from 1953 when there was a fall in service demands. However so long as surplus men were not retrenched and efforts were being made to adjust them in alternative employment, they were put to some work in the factory rather than to keep them entirely idle. Later, however, it was decided to keep the surplus men outside the factory premises. The conclusion that had the true picture in regard to idle labour been presented from the very start, the solution of this problem might not have been delayed so long, is, therefore, not justified.

[Ministry of Defence O.M. No. 47(9)/57/D/(FY) dated the 23rd July, 1958.]

29 The Committee consider it unfortunate that Government took four years to solve the problem of surplus labour in Ordnance Factories. They feel that had the same energetic steps, which were taken in 1956, been taken earlier to provide alternative employment, Government could have avoided considerable expenditure on the idle labour and also averted the strikes which followed the retrenchment in September 1956. The Committee hope that the lesson of these inci-

It is not correct to state that energetic steps had not been taken earlier than 1956 to provide alternative employment to surplus workers in Ordnance Factories. When the existence of surplus capacity came to notice in 1953, attempts were made to utilise that surplus capacity for the manufacture of stores required by the Govt. departments and civil trade and, as a result, about 8,000 surplus workers were employed on civil trade work. In spite of that, a

ments will not be lost sight of when similar problems arise in future.

large number of workers still remained surplus to requirements, and steps were taken to adjust absorb as many of them as possible in alternative jobs under the Ministry of Defence as well as other departments/Central Government Undertakings/private organisations. Those who could not be so adjusted/absorbed were retrenched in September 1956.

[Ministry of Defence O.M. No. 47(9)/57/D/(FY)  
dated the 23rd July 1958]

17 31 The Committee feel that the persons who were retrenched for want of work would provide a very satisfactory source of labour in the event of an emergency and that it would be worthwhile to have some arrangement including maintenance of a Register showing full particulars of these men by which they could be recruited quickly for work in the Ordnance Factories in an emergency.

Full particulars of individuals retrenched are already maintained in the factories from where they were retrenched. It would however involve a substantial increase, in the clerical work and staff if a complete track of these ex-employees is kept. Moreover as most of the men retrenched were unskilled or semi-skilled their recruitment in an emergency would not be essential.

[Ministry of Defence O.M. No. 47(9)/57/D/(FY)  
dated the 23rd July 1958]

18 32 The Committee feel that the overtime bonus being paid to the Industrial staff in the Ordnance Factories is on the high side and suggest that the same should be minimised by careful planning in placing extracts on Ordnance Factories and in training of workers in a variety of jobs so that

Working of overtime in factories is rigidly regulated and only in cases where it is absolutely inescapable that overtime is permitted. As regards the suggestion of training workers in alternate trades, this had already been tried by encouraging workers to take training in their



they could be employed in other shops during emergencies.

trade or alternative trades after working hours, but has not proved very successful. A tendency was noticed that workers demanded strict adherence to work appertaining to their trade and refused to undertake any other work howsoever little different from their trade.

*[Ministry of Defence O. M. No. 47(9)/57(D)(FY) dated the 23rd July, 1958]*

19

33

The Committee observe that the expenditure on pay and allowances of staff has been rising continuously since the year 1951-52 even though the value of production has fallen. This indicates that the productivity of labour in the Ordnance Factories is on the decline. They recommend every possible step should be taken to improve the output and productivity of staff.

19

Ordnance Factories have to maintain certain staff and labour for meeting emergency requirements. During slack periods of production, although the value of production would come down the expenditure on account of such staff would remain constant and this would give an erroneous impression of lower productivity. Between 1952-53 and 1955-56 although the output of service stores fell, there was a significant addition to the activities of the Ordnance Factories inasmuch as entirely new factories or other activities, besides the production of a number of new items, were undertaken. Various financial commitments in the way of allowances were incurred which significantly affected the ratio of expenditure to the value of outturn. The figures of value of outturn as related to expenditure on staff and

labour are not, therefore, truly and completely indicative of a fall in the productivity of labour.

[Ministry of Defence O. M. No. 47(9)/57/D/(FY)  
dated the 23rd July 1958]

See comments on Sl. No. 12.

[Ministry of Defence O. M. No. 47(9)/57/D/(FY)  
dated the 23rd July 1958]

34 The Committee recommend that the reasons for the sudden rise in the percentage ratio of indirect labour to direct labour in the Ordnance Factories should be examined and proper steps taken to streamline and rationalise the indirect labour strength in the Ordnance Factories.

35 The Committee consider it unsatisfactory that in the Ordnance Factories the supervision charges are very high as compared to the industrial labour. They suggest that urgent steps should be taken to assess the optimum requirements of supervisory staff and to fix the strength at that level.

Action has already been initiated to reorganise and rationalise the existing supervisory grades and the Committee's suggestion has been noted.

[Ministry of Defence O. M. No. 47(9)/57/D/(FY)  
dated the 23rd July 1958]

36 The Committee observe that the clerical strength had been increasing in recent years. They were told that one of the reasons for this was that paper work in these factories had increased in recent years due to hundreds of returns being asked for by various authorities. The Committee consider this unfortunate in a defence industry and suggest that practical steps should be constantly devised and introduced to keep paper work and red tape to the minimum.

The suggestion is noted.  
[Ministry of Defence O. M. No. 47(9)/57/D/(FY)  
dated the 23rd July, 1958]

24 The Committee suggest that the prize bonus scheme at present in vogue should be given wide publicity among the employees so as to derive the best results. They also suggest that other steps such as active association of labour with works and production committees, more congenial surroundings, and atmosphere of work, educating the labour for fostering discipline, loyalty, etc., should be taken to increase the output of labour, both industrial and non-industrial.

26 The Committee feel that a hierarchy of supervisory staff is not always conducive to efficiency or productivity of labour. They recommend that the question of rationalising the number of grades of staff working in the Ordnance Factories may be examined expeditiously. They also recommend that the feasibility of introducing a Class II gazetted service in the Ordnance Factories should also be considered.

27 The Committee learn that only about 45% of the total labour strength and 75% of the direct labour strength in the Ordnance Factories is governed by the piece-work rate system of payment i.e., payment by results. They recommend that the system should be extended as far as possible to all the direct labour

The prize-bonus scheme has been very widely publicised. The other suggestions made by the Committee have also, by and large, been implemented, as far as possible.

[Ministry of Defence O. M. No. 47(9)/57/D(FY) dated the 23rd July 1958]

Please see comments on Sl. No. 21. The Committee's suggestion to introduce Class II Gazetted service will be examined.

[Ministry of Defence O. M. No. 47(9)/57/D(FY) dated 23rd July 1958]

While the extension of the existing system of payment on piece-work rates to all categories of industrial labour is desirable, it would need a large-scale strengthening of the rate fixing and time study staff in Ordnance factories. It has not been possible even to re-assess a number of the existing piece-work rates which were fixed

strength in the Factories as it provides the necessary incentive to the industrial staff to improve the production as well as their earnings. They suggest that the feasibility of extending this system of payment to other categories of staff may also be considered.

some considerable time back due to lack of suitably trained rate fixing staff. It is proposed to recruit 2 or 3 time study specialists for this purpose and when sufficient number of rate fixers and time study staff are trained on up-to-date methods, the question of extending the piece work rate system to other categories of production workers and staff will be considered.

[Ministry of Defence O.M. No. 47(9)/57/D/(FY) dated the 23rd July, 1958]

29

46

The Committee understand that the system followed by rate fixers in fixing the piece-work rates is by no means modern or scientific. As this affects the production costs and the earnings of employees the Committee recommend that immediate steps should be taken to introduce modern scientific methods of time and motion study by securing where necessary co-operation from Technical Co-operation Administration and similar other International Organisations for the purpose.

Please see our comments on Sl. No. 27.

[Ministry of Defence O.M. No. 47(9)/57/D/(FY) dated 23rd July, 1958].

5

33

51

The Committee consider that the industrial and non-industrial staff, especially in the low-paid categories, should be provided with residential accommodation on a larger scale than at present particularly because alternative accommodation within a reasonable distance from the Factories is not available.

The suggestion is noted and is already being given effect to as far as possible.

[Ministry of Defence O.M. No. 47(9)/57/D/(FY) dated the 23rd July, 1958].

34

The Committee suggest that necessary measures should be taken to ensure adequate educational facilities for the children of the employees of Ordnance Factories at all places and this work should not be left entirely to the State Governments. They recommend that to facilitate matters, buildings may, where possible, be provided by Factory authorities for being used as Schools by the State Governments.

54

The recommendation is noted.

[Ministry of Defence O.M. No. 47(9)/57/D/(FY) dated the 23rd July, 1958]

35

The Committee learn that the Medical Re-organisation Committee has submitted its report regarding the medical facilities in the Ordnance Factories. They hope that final decisions on this report and action thereon will be taken at an early date.

56

The report has been examined and decisions taken. Action on the decisions will be taken shortly.

[Ministry of Defence O.M. No. 47(9)/57/D/(FY) dated the 23rd July, 1958]

36

The Committee suggest that steps may be taken to establish co-operative societies in the Ordnance Factories to impart training in handicrafts to workers and their families in the spare time.

58

The suggestion will be pursued energetically.

[Ministry of Defence O.M. No. 47(9)/57/D/(FY) dated the 23rd July, 1958]

37

The Committee suggest that with a view to stimulating interest in the employees in their affairs the management of the Labour Welfare Fund should be entrusted entirely to the representatives of workmen.

62

The welfare fund to which both the employees and the State contribute is meant for expenditure on general welfare. It is, however, predominantly being used at present as a credit fund for giving distress loans and donations overlooking other

welfare aspects, due to pressure from labour, although the management of the fund is in control of the works committee. The transfer of the management of the fund entirely to the representatives of workers would not, therefore, be desirable

[Ministry of Defence O.M. No. 47(9)/57/D/(FY) dated the 23rd July, 1958]

39                   69-70       The Committee were surprised to learn that there were no special arrangements for the training of Assistant Works Managers. They feel that the feasibility of having a common school for providing basic training to Assistant Works Managers in common subjects *viz.*, organisational matters, personnel management, industrial relations cost control, planning production control etc. should be examined. The possibility of reducing their period of training (three years at present) may also be considered.

Our intake of Asstr. Works Managers is not large enough to justify the expense of setting up a school for this purpose. It is, however, proposed that future entries should have 2 periods of common basic training, one at the beginning, and one at the end.

2. The period of training is related to the area and depth of the skills to be acquired. Three years is not considered too long to train a person adequately for his role in the Ordnance Factories.

[Ministry of Defence O.M. No. 47(9)/57/D/(FY) dated the 23rd July, 1958]

40                   71       The Committee feel that the present bond taken from Assistant Works Managers under training hardly serves any purpose and suggest that more realistic, practical, and long term means including bonds, should be devised to bind the officers to remain in service willingly. They also suggest that an examination of the bonds

Apart from the practical difficulties of invoking the terms of the bonds entered into by the trainees, it would be also ensured that the bonds do not act as deterrents to seeking training in the Ordnance Factories. The remedy to reduce defections of trainees after completion of training is to improve the existing terms and conditions as attractive as

now being taken from Apprentices and Artisans and other categories of staff may also be undertaken.

possible and steps are being taken in this direction. The question of bonds is also being examined.

[*Ministry of Defence O.M. No. 47(9)/57/D/(FY) dated the 23rd July, 1958*]

41 76 The Committee feel that the present arrangement for the training of apprentices in eleven different factories is not conducive to the efficient and economic working of the Scheme. They suggest that the feasibility of centralising the Apprentice Training Schemes on regional or Zonal basis and also of rationalising the training courses may be carefully considered. Further until this is done, the question of centralising this Scheme under the Principal, Artisan Training School, may also be examined.

The suggestion to centralise the Apprentice Training Scheme under the Principal, A.T.S. with fundamental training in the Artisan Training School and final specialisation in training centres is already under consideration, under the revised integrated scheme of training which is under examination. With the introduction of this scheme, the Committee's suggestion will be substantially met.

[*Ministry of Defence O.M. No. 47(9)/5, /D/(FY) dated the 23rd July, 1958*]

42 80 The Committee suggest that the valuation of examination papers in connection with the selection of candidates for Artisan Training at present done locally in the factories should be centralised in order to bring about uniformity in the standards.

Please see remarks on Sl. No. 2.

[*Ministry of Defence O.M. No. 47(9)/57/D/(FY) dated the 23rd July, 1958*]

43	82	<p>The Committee suggest that the feasibility of reducing the period of training under the Artisan Training Scheme should be examined afresh in the light of the recommendations of the Rolls Royce Engineers and with reference to the position as it exists in other industries in India and elsewhere. As a practical suggestion they suggest that the preliminary training be reduced by one year and the journeymanship increased by six months so as to provide increased practical experience and at the same time to reduce the overall training by six months.</p>	<p>The suggestion is already under consideration as a part of the integrated training scheme.</p> <p>[Ministry of Defence O.M. No. 47(9)/57/D/(FY) dated the 23rd July, 1958]</p>
45	86	<p>The Committee understand that promising and meritorious artisan trainees are selected as Supervisors in the Ordnance Factories. They consider that the provision of such incentives is essential for maintaining a high standard of efficiency among the trainees.</p>	<p>No comments.</p> <p>[Ministry of Defence O.M. No. 47(9)/57/D/(FY) dated the 23rd July, 1958]</p>
46	89	<p>The Committee are surprised to learn about the shortage of draughtsmen in Ordnance Factories in spite of the Draughtsmen Training Scheme in nine factories. They feel that either the requirements of draughtsmen are not properly assessed or the training facilities are not fully utilised by the authorities. The Committee consider the state of affairs as very unfortunate,</p>	<p>There is no serious shortage of draughtsmen in Ordnance Factories. Out of a total sanctioned number of 315 posts, only 25 remained unfilled for which 26 men were under training, 8 have completed their training in March 1957 and 18 more will complete it by September 1957. In addition 5 more are undergoing training in other factories and a further batch of 25 trainees are due to be out in June, 1958 to fill maintenance and additional vacancies. The existing training</p>



scheme is, therefore, being fully utilised. We have also planned for further increase under the integrated training scheme.

[*Ministry of Defence O.M. No. 47(9)/57/D/(FY) dated the 23rd July, 1958*]

47 89 In view of the better training facilities for draughtsmen at the Artisan Training School, Ambarnath, the Committee feel that the continuance of the training scheme at the nine factories is unnecessary. They recommend that the Training Scheme at the Artisan Training School should be made permanent and expanded further to meet the requirements of draughtsmen in all the factories.

48 91 The Committee enquired into the necessity for recruiting trainees for both senior and junior posts in the same category and of having two separate schemes for this purpose when there was very little difference in their qualifications and period of training. They do not find any justification for making the schemes for recruitment to senior posts permanent. They recommend that direct recruitment to these senior posts should not normally be made after the existing vacancies are filled and that recruitment

We have already considered the question of amalgamating the two training schemes into one and have decided to do so after about two years, when our requirements would be correctly assessed.

[*Ministry of Defence O.M. No. 47(9)/57/D/(FY) dated the 23rd July, 1958*]

Under the integrated training scheme which is under consideration, the recommendations of the Estimates Committee in these respects will be covered in substance.

[*Ministry of Defence O.M. No. 47(9)/57/D/(FY) dated the 23rd July, 1958*].

to such posts should be made by promotion from the junior posts. This would provide opportunities to the employees in the junior grade and also raise their efficiency and morale.

49 92 The Committee do not appreciate the existence of same training schemes in different factories. They suggest that the feasibility of centralising these training schemes may be examined.

Please see comments on Sl. Nos. 48, 91.  
[Ministry of Defence O.M. No. 47(9)/57/D/(FY) dated the 23rd July, 1958].

50 93 The Committee are pained to observe that sufficient attention has not been paid to improve the standard of the training of Rate Fixers. They hope that early steps will be taken to make up the deficiency.

The suggestion is noted and steps are being taken to improve the standard of rate fixers in Ordnance Factories.

[Ministry of Defence O.M. No. 47(9)/57/D/(FY) dated the 23rd July, 1958].

56 103 The Committee suggest that scheme like the Training within Industry at present prevalent in the U.S.A. and some of the European countries should be introduced on a wider scale in all public undertakings in India, including the Ordnance Factories.

We have already taken advantage of the "Training within industries" course, but for want of men whom we can spare for the purpose the progress has not been satisfactory. It is hoped to take an increasingly active part in the future. A copy of this Recommendation has also been forwarded to Ministry of Labour for necessary action in so far as they are concerned.

[Ministry of Defence O.M. No. 47(9)/57/D/(FY) dated the 23rd July, 1958].

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107

The Committee observe that a few trainees from the Artisan Training School have been transferred or earmarked for certain Government undertakings other than the Ordnance Factories. While the Committee appreciate this action they feel that the persons were given to other industries at the cost of equally pressing needs of the Ordnance Factories which are equally short of trained personnel. Further the training of craftsmen for other industries on such a small scale is hardly sufficient. The Committee feel that co-ordinated efforts on the part of all the Ministries of the Government and the Industries concerned are urgently called for to solve this vital problem from an all-India angle. At present every big industry either sets up its own school to train the technical personnel required by it or prefers to get trained men on a small scale from a neighbouring training institution. The Committee consider that such compartmental approach is very unsatisfactory. They feel that facilities existing in Government factories in general and Ordnance Factories in particular should be available for training skilled workers in the entire country. The Committee therefore, recommend that the All India Council of Technical Education in association with other

The Recommendation of the Estimates Committee has been forwarded to the Ministry of Education for their consideration.

[Ministry of Defence O.M. No. 47(9)/57/D/(FY) dated the 23rd July, 1958].

interested Ministries and private industries should conduct a thorough survey of the existing facilities for technical training in the country and draw up a coordinated plan to meet the present and future requirements of technical personnel.

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108

The Committee suggest that the question of award of suitable diplomas/certificates by the various training institutions in the Ordnance Factories which would be recognised all over the country should be examined.

23

The trainees of Ordnance Factories are awarded suitable certificates at the end of their satisfactory completion of training. As the courses of training in Ordnance Factories are mainly intended to meet the requirements of Ordnance Factories, the question of getting the certificates to successful trainees recognised by others does not arise. These certificates however carry weight, since the standard of training and work undertaken in the factories is well known to many industrial concerns. This is also borne out by the fact that a number of our trainees have been absorbed by other organizations soon after the completion of their training, even when the trainees have had to refund the bond money.

[Ministry of Defence O.M. No. 47(9)/57/D/(FY) dated the 23rd July, 1958].

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110

The Committee cannot over-emphasise the desirability of making the best use of the limited facilities for training in foreign countries afforded to this country under various agreements and of getting as many men trained as possible in

The suggestion will be implemented to the extent practicable.

[Ministry of Defence O.M. No. 47(9)/57/D/(FY) dated the 23rd July, 1958].

various specialized branches, particularly the manufacture of modern arms and ammunition. They hope, therefore, that more personnel would be trained abroad in the years to come. At the same time, they feel that the services of those trained abroad should be utilized to the maximum extent possible in training others in the organisation.

62

III

The Committee suggested that to make the various training schemes more effective audio-visual methods like short films on factory problems e.g. cost control, labour management etc. may be adopted.

The suggestions will be implemented to the extent practicable.

[Ministry of Defence O.M. No. 47(9)/57/D/(FY) dated the 23rd July, 1958].

24

63

III

The Committee suggest that with a view to increasing the efficiency of the Factories selected members of non-industrial and industrial staff may be encouraged to visit other factories engaged in the manufacture of similar products.

The suggestions will be implemented to the extent practicable.

[Ministry of Defence O.M. No. 47(9)/57/D/(FY) dated the 23rd July, 1958].

64

III

The Committee suggest that the non-industrial staff may be encouraged to acquire technical qualifications and the same be recognised in deserving cases through the grant of advance increments, etc.

The suggestions will be implemented to the extent practicable.

[Ministry of Defence O.M. No. 47(9)/57/D/(FY) dated the 23rd July, 1958].

## CHAPTER IV

### Replies of the Government that have not been accepted by the Committee

Sl. No. of recommen- dations	Ref. to Para No. of Report	Summary of recommendations	Reply of the Government	Comments of the Committee
1	2	3	4	5
5	11	<p>The Director General, Ordnance Factories is authorised at present to sanction the creation of temporary posts (except Gazetted posts) upto a period of two years while no powers in this regard have at all been vested in the Superintendents of Factories. The Committee feel that in an industrial concern an executive head is in a better position to decide his requirements of industrial personnel in relation to the work-</p>	<p>The manufacture of Service stores in Ordnance Factories is not independently undertaken by a factory, but is often the result of coordinated efforts of 3 to 5 factories. Beacuse of the fluctuating work-load which is beyond the control of the factories and the consequential fluctuations in the required standards of industrial labour on the one hand and the difficulties of retrenchment on the other it is very</p>	<p>It has not been stated what anomalies arose when the Superintendents were given power to determine their industrial labour requirements. The Committee, therefore, reiterate their recommendation.</p>



**Gazetted** and non-industrial posts in the Ordnance Factories whereas the Superintendents of Factories can recruit class IV and industrial staff only. The Committee feel that there is excessive centralisation in this case also. In their opinion the system of centralised recruitment besides making the members of the Board and the staff go long distance for interviews etc is bound to result in frequent and distant transfers which in the case of lower staff might cause much hardship. The Committee, therefore, suggest that the feasibility of making the recruitment of certain categories of non-gazetted and non-industrial posts on a regional basis and of delegating authority to regional boards to be set up for the purpose may be examined. Similarly transfers among those categories apart from these on voluntary basis or on disciplinary grounds, may also be made on some regional basis.

tation with the Employment Exchange and not in the DG OF's Headquarters, as implied in paragraph 13 of the report. As the DGOF is the appointing authority for Class III posts, approval is obtained from DGOF's Headquarters to such appointments as recommended by the factories.

for the staff for different regions or for different factories. The Committee reiterate their views in the matter.

### **TRANSFER ON REGIONAL BASIS**

(1) *Non-industrial Establishment* : Except in the case of Head clerk, cashier, senior draftsman (Jigs & Tools), supervisor grade 'A' (Stock verification), which posts are filled on an all-India basis, on the basis of selection list prepared by the Departmental Promotion Committee III (Central), the question of transfer normally does not arise.

Assistant Cashiers, civil gatekeepers and durbans have, however, to be transferred



1	2	3	4	5
			<p>from factory to factory after about 3 years of service on grounds of administrative desirability and wherever possible such transfers are made on regional basis.</p>	
			<p>(2) <i>Non-gazetted staff</i>: As factories doing similar work and therefore requiring non-gazetted staff of similar trades are not located in the same region, transfer on a regional basis is not possible in all cases. Further restriction of transfers on regional basis would result in blockade of promotion. Incidentally, these personnel are comparatively highly paid and hardship as envisaged should not arise.</p>	
			<p>[<i>Ministry of Defence O.M. No. 47 (9)/57/D/(FY) dated the 23rd July, 1958.</i>]</p>	
11	22	<p>The Committee regret to observe that it would not be possible to replace the foreigners serv-</p>	<p>There are at present only 4 foreign technicians serving in the Machine Tool Prototype</p>	<p>The Committee hope that all the technicians will be replaced by 1960.</p>

ing in the Ordnance Factories before 1960, *i.e.*, eight years beyond the scheduled time provided for in the Machine Tool Prototype Factory agreement. They hope that there would be no further delays in the matter and that suitable Indians would be fully trained and given experience by that time.

Factory, Ambarnath, whose contracts will expire from 19-2-58 to 30-11-59. Suitable Indian Officers have already been attached as understudies to these officers. There are, however, certain trades, the technique and know-how of which available in this country is still in the state of infancy and expert knowledge of these trades cannot be acquired except by prolonged application over many years. Further, the design and development of prototypes of Service armaments or of machine tools are highly specialised subjects. It will perhaps be unrealistic to expect replacement of all foreign technicians engaged on these items in a short period. This is borne out by the fact that a large number of foreign technicians are engaged both in public and private undertakings in India. It will, therefore, be possible to replace only those technicians by 1960 where their understudies are able to adequately replace them. Otherwise the

contracts of some of these foreign technicians may have to be extended beyond 1960.

[*Ministry of Defence O.M. No. 47 (9) 57/D/(FY) dated the 23rd July, 1958.*]

12

The Committee feel that the existing procedure of calculating direct labour requirements in Ordnance Factories allows ample scope for a loose and liberal computation thereof. Further, even the checks laid down to control indirect labour do not seem to be effective since the ratio of expenditure on indirect labour charges to direct labour charges has been consistently rising during the last six years. The Committee have recommended elsewhere not only the rationalisation and streamlining of the indirect labour strength in the Ordnance Factories

Please see Chapter I.

As the Ordnance Factories had to retain surplus men whose charges were booked to idle time and reflected under 'indirect charges' there was little that could be done to reduce the ratio between direct and indirect charges. The procedure of calculating direct/indirect labour requirements was however, reasonably correct and can be judged by the fact that there has been distinct progressive fall in the ratio of direct and indirect labour charges since retrenchment took place on 15-9-56. While in October 1956 the ratio

but also fixation of the strength of the various categories of staff on the basis of scientifically determined norms and workloads.

was 1:1.9, it was 1:1.5 from January 1957 onwards, which corresponds closely to that obtaining in 1954-55. The increase in the ratio from financial year 1950-51 to 1954-55 was unavoidable owing to the liberalisation of leave rules of industrial workers, the increase in the dearness allowance, the house rent allowance etc. all of which went to inflate the indirect charges and consequently the ratio of indirect to direct labour charges.

[Ministry of Defence O. M. No. 47(9)/57/D/(FY) dated the 23rd July, 1958.]

16 The Committee understand that there was every likelihood that hidden surpluses had been kept in Ordnance Factories, due to liberal computation of labour requirements. They consider that labour and staff requirements should be computed on a firm basis by fixing optimum workloads and

So far as staff requirements are concerned, yardsticks were laid down by a committee set up in 1947. As the present conditions of workload as compared to those which prevailed in 1947 had substantially changed, steps have been taken to examine the question afresh.

Please see Chapter I.

norms of work for all categories of staff. While it may be necessary to retain certain surplus staff in order to retain specialised skill for stepping up production in emergencies, the Committee recommend that some measures should be devised to segregate idle staff and labour from others in the Ordnance Factories.

As regards labour requirements, they are reviewed from time to time in consultation with the Superintendents of the factories and necessary adjustments made. While norms are laid down for recurring items of production, it is not practicable to apply norms to non-recurring *ad hoc* small orders. The suggestion that measures should be devised to segregate idle staff and labour, if any, from others in the Ordnance Factories has been noted.

[Ministry of Defence O.M. No. 47(9)/57/D (FY) dated the 23rd July, 1958]

- 23 The Committee feel that the staff in the Ordnance Factories is definitely on the
- 39 There is difficulty in arriving at yardsticks as production in Ordnance Factories varies
- I. Please see Chapter I.

high side and recommend that early steps should be taken to determine on a scientific basis the norms and workloads for the various categories of staff in the Ordnance Factories and to fix their strength on that basis. In this connection they also suggest that a comparative study should be undertaken of the strength of various categories of staff in the industrial establishments in the civil sector, both public and private.

both in quantity and quality from time to time at short notice. While fixation of norms is possible in a factory with continuous type of production or for recurring items which are few in comparison to the total number of items of production in a factory, in Ordnance factories the variety of work and widely varying and fluctuating requirements of services would not only make the application of norms to all items very costly, but almost impracticable.

[Ministry of Defence O. M. No. 47 (9)/57/D/(FY) dated the 23rd July, 1958.]

25 41 The Committee feel that the incidence of absenteeism in the Ordnance Factories can be lessened to a great extent by providing some incentives to the workers. They recommend that the authorities should examine the possibility of introducing the system of high attendance rewards in the Ordnance Factories. They also suggest

The high absenteeism in Ordnance factories is due to the fact that majority of the labour employed are agriculturists and, therefore, take maximum period off during the harvesting and sowing seasons. The suggestion of high attendance awards had been pursued, though not by monetary rewards,

The Committee, suggest that the Govt. may try the system of monetary rewards.

that Labour Officers should make it a point to visit the absent workers at their houses, wherever possible, so as to find out the cause of absence and to explore ways and means of helping the workers to desist from remaining absent.

but without any effective results. The suggestion of the Committee that labour officers should visit the absent workers will be implemented to the extent practicable.

[Ministry of Defence O. M. No. 47 (9) /57/ D (FY) dated 23rd July 1958.]

45 The Committee understand that in the Chittaranjan Locomotive Works it has been found possible to increase the output of labour under a Labour Incentive Scheme. The Committee suggest that a comparative study of the system prevailing in the Chittaranjan Locomotive Works and that in the Ordnance Factories may be undertaken to see in what way the method can be

The Chittaranjan Locomotive Works is of recent origin and is engaged on a single item of repetitive output. The introduction and working of piece-work rate system is, therefore, a much simpler affair in their case. On the contrary Ordnance Factories have a very large variety of jobs to undertake, a number of which are entirely new and require consi-

The Committee feel that the system may be tried in certain factories where it may be possible to do so.

improved to make it scientific and modern.

derable development work and therefore, time and motion studies are much more involved and prolonged.

[*Ministry of Defence O. M. No. 47 (9)/57/D (FY) dated the 23rd July, 1958*]

31 48 It is by no means flattering that the Works Committee on which labour as well as management are represented have not succeeded in reducing strikes or even absenteeism and the not uncommon go slow tactics of labour. While every measure should be accepted to improve this position by persuasive as well as educative methods, the Committee consider it necessary that the disciplinary aspect of the labour problems in the Ordnance Factories also needs to be given due attention and that acts of indiscipline should be sternly dealt with. The Committee were informed that the question of simplifying the procedure for disciplinary proceedings in the case of civilians in the

In the rules and instructions relating to discipline of civilian employees of Defence installations, adequate provisions already exist to bring them under proper discipline and to punish them effectively for acts of indiscipline of all types. Measures are also being devised for further intensification of effective discipline. The procedure prescribed for imposing minor penalties are already simple enough. The question of simplifying the procedure prescribed for imposing major penalties is also under active consideration. The existing procedure, however, conforms to the principles of natural justice and requirements of

33 The Committee had recommended earlier that the question of indiscipline among labour should be examined comprehensively in consultation with the Ministries of Law, Labour and Home as well as representatives of labour associations and Members of Parliament. It has not been stated whether such examination has been conducted. The Committee reiterate their earlier recommendation.



Defence installations was under consideration. While hoping that a decision on this question will be expedited the Committee recommend that this question be had comprehensively examined in the light of the remarks made earlier in consultation with Law, Labour and Home Ministries as well as Labour representatives and Members of Parliament well-versed with the problem so as to evolve for the employees in Defence installations a satisfactory disciplinary Code which would take into account the peculiar security considerations attached to them and yet meet in some measure the legitimate aspirations of labour.

Article 311 of the Constitution and follows the pattern of rules obtaining in respect of civilian employees in other Ministries.

[Ministry of Defence O. M. No. 47 (9)/57/D (FY) dated the 23rd July, 1958].

50 The Committee regret to observe that the Works Committees in Ordnance Factories

The suggestion made by the Estimates Committee is noted and will be examined by the Works Committees into

have not been as effective and comprehensive in their working as they were intended to be. They feel that the success of such committees would depend largely on mutual good-will, co-operation and understanding which could only be secured by a sympathetic approach to the problems of labour. They, therefore, consider that a reorientation of attitude towards the employees is called for, whereby they should be made to realise that they were partners in the national development and production programmes. They hope that Government would take steps to forge the Works Committees into effective instruments of mutual consultations not merely for removal of the grievances of labour but also to inculcate an attitude of co-operation and loyalty among the workers.

Government in detail.

[Ministry of Defence O. M. No. 47(9)/57/D (FY) dated the 23rd July, 1958].

effective instruments of mutual consultation. The Committee, therefore, reiterate their recommendation.

98

65 The Committee are very much concerned at the consistently high rate of expenditure on

We had already intimated to the Committee that the figures in respect of injury pay the Safety Committee in

The Committee's suggestion that the measures taken by the Safety Committee in

account of Injury Pay in the Ordnance Factories. They suggest that reasons for this high expenditure on Injury Pay should be carefully investigated and action taken to reduce it. For this purpose they recommend that co-operation of workers may be sought by setting up Safety Committees consisting almost wholly of labour representatives to suggest ways and means to prevent frequent accidents.

furnished by us contained also an element of holiday pay. The revised figures for Injury Pay excluding this element are as follows :—

	Rs.
1952-53	92,183
1953-54	1,03,291
1954-55	1,14,099

individual factories should be standardised in so far as they are of common applicability, and enforced in all the factories, has not been replied to.

The conclusion drawn by the Committee that, the rate of expenditure on account of injury pay to workers is very high, is not correct. As the subject of safety is a matter which requires attention of persons well-acquainted with the subject, it would not be of much help to form a safety committee consisting of labour representatives only. The labour may,

however, be associated with such a committee and necessary steps in this direction are being taken.

[Ministry of Defence O. M. No. 47(9)/57/D (FY) dated the 23rd July, 1958.]

51 96 In view of the prevailing shortage of machine tool designers in the country the Committee hope that the Scheme of training designers will be worked out in such a way so as to provide training facilities to persons belonging to other undertakings besides the Ordnance Factories.

The Committee have not been informed whether the scheme for training designers for the Ordnance Factories which was under consideration of the Ministry when the earlier report was made, has been introduced and if so, what steps have been taken to provide training facilities to persons belonging to undertakings other than Ordnance Factories. They, therefore, reiterate their recommendation.

[Ministry of Defence O.M. No. 47(9)/57.D (FY) dated the 23rd July, 1958.]

57 104 In connection with certain training Schemes prevalent in the Ordnance Factories the Committee have suggested that the feasibility of their centralisation may be examined. The Committee

The suggestions are being examined.

The examination of the recommendation and action on the same may be expedited.

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consider that the Artisan Training School, Ambernath is an excellent example in this direction which deserves to be emulated in the case of other schemes. They feel that this question should be examined comprehensively by a Committee consisting of the Principal, Artisan Training School, Senior Officers and one or two representatives of technical training institutions in the country. They suggest that while considering this question, the desirability of locating elementary as well as intermediate training centres on a regional basis and having advanced central school may also be considered. The committee recommend that such a committee may be set up at an early date and may be asked to examine all training schemes existing at present with a view to their being rationalised and stream-

lined to facilitate recruitment,  
training and employment.

[Ministry of Defence O. M. No.  
47 (9)/57/D (FY) dated the  
23rd July, 1958.]

58

105 It was pointed out to the  
Committee that due to the  
existence of idle labour in  
the ordnance factories and  
various other considera-  
tions the atmosphere in the  
Ordnance Factories was  
not healthy and conducive  
for the training of boys.  
It was suggested that the  
training schemes should  
not exist within the  
factories or near them. The  
Committee feel that the above  
suggestion deserves considera-  
tion. They further suggest  
that the feasibility of imple-  
menting it gradually to the  
extent possible at least for  
the more important and  
new training schemes or at  
least of safeguarding the  
risks pointed out should be  
explored.

[Ministry of Defence O. M. No.  
47 (9)/57/D (FY) dated the  
23rd July, 1958.]

The suggestions are being ex-  
amination of the reco-  
mmendation and action on  
the same may be expedited.

## CHAPTER V

### Recommendations in respect of which final replies of the Government have not been received

Sl. No.	Ref. to para No. of Report	Summary of Recommendations
4	8	<p>The Committee feel that the absence of precise rules to determine the eligibility of employees of Ordnance Factories for selection to the Apprentice Training Scheme against the quota of 20 per cent to be filled by the Director General, Ordnance Factories is not conducive to the creation of confidence among the employees as well as the public outside. They recommend that specific rules for this purpose should be laid down and publicised among the staff and that the departmental candidates should be selected by a prescribed procedure.</p>

NEW DELHI ;  
The 6th March, 1959.

BALVANTRAY G. MEHTA,  
*Chairman,*  
*Estimates Committee.*

## APPENDIX

(*vide* Introduction)

*Analysis of the action taken on the recommendations contained in the Fifty-fifth Report of the Estimates Committee (First Lok Sabha)*

- |   |                 |
|---|-----------------|
| (1) Total number of recommendations made  | 64              |
| (2) Recommendations accepted fully by Government <i>vide</i> recommendations in Chapter II  |                 |
| No.   | 10              |
| Percentage to total   | 15·6 per cent.  |
| (3) Recommendations accepted by Government partly or with some modifications ( <i>vide</i> recommendations Nos. 9, 10, 21, 24, 26, 27, 33, 35, 36, 40, 45, 47, 50, 56, 61, 62, 63, 64 in Chapter III)   |                 |
| No.   | 18              |
| Percentage to total   | 28·1 per cent.  |
| (4) Recommendations not accepted by Government but replies in respect of which have been accepted by the Committee ( <i>vide</i> recommendations Nos. 2, 13, 14, 15, 17, 18, 19, 20, 22, 29, 34, 37, 39, 41, 42, 43, 46, 48, 49, 59, 60 in Chapter III) |                 |
| No.   | 21              |
| Percentage to total   | 32·8 per cent.  |
| (5) Recommendations replies to which have not been accepted by the Committee ( <i>vide</i> recommendations in Chapter IV)   |                 |
| No.   | 14              |
| Percentage to total   | 21·87 per cent. |
| (6) Recommendations in respect of which final replies of the Government have not been received ( <i>vide</i> recommendations in Chapter V)  |                 |
| No.   | 1               |
| Percentage to total   | 1·56 per cent.  |



**LIST OF AUTHORISED AGENTS FOR THE SALE OF PARLIAMENTARY  
PUBLICATIONS OF THE LOK SABHA SECRETARIAT, NEW DELHI-1.**

Agency No.	Name and address of the Agent	Agency No.	Name and address of the Agent	Agency No.	Name and address of the Agent
1.	Jain Book Agency, Connaught Place, New Delhi.	19.	The Kashmir Book Shop, Residency Road, Srinagar, Kashmir.	37.	Amar Kitab Ghar, Diagonal Road, Jamshedpur-1.
2.	Kitabistan, 17-A, Kamla Nehru Road, Allahabad.	20.	The English Book Store, 7-L, Connaught Circus, New Delhi.	38.	Allied Traders, Motia Park, Bhopal.
3.	British Book Depot, 84, Hazaratganj, Lucknow.	21.	Rama Krishna & Sons, 16-B, Connaught Place, New Delhi.	39.	E.M. Gopalkrishna Kone, (Shri Gopal Mahal) North Chitrai Street, Madura.
4.	Imperial Book Depot, 268, Main Street, Poona Camp.	22.	International Book House Private Ltd., 9, Ash Lane, Bombay.	40.	Friends Book House, M.U., Aligarh.
5.	The Popular Book Depot (Regd.), Lamington Road, Bombay-7.	23.	Lakshmi Book Store, 42, M. M. Queensway, New Delhi.	41.	Modern Book House 286, Jawahar Ganj, Jabalpur.
6.	H. Venkataramiah & Sons, Bidyanidhi Book Depot, New Statue Circle, Mysore.	24.	The Kalpana Publishers Trichinopoly-3.	42.	M.C. Sarkar & Sons, (P) Ltd., 14, Bankim Chatterji Street, Calcutta-12.
7.	International Book House, Main Road, Trivandrum.	25.	S.K. Brothers, 15A/65, W.E.A., Karol Bagh, Delhi-5.	43.	People's Book House B-2-829/1, Nizam Shahi Road, Hyderabad Dn.
8.	The Presidency Book Supplies, 8-C, Pycroft's Road, Triplicane, Madras-5.	26.	The International Book Service, Deccan Gymkhana, Poona-4.	44.	W. Newman & Co. Ltd., 3, Old Court House Street, Calcutta.
9.	Atma Ram & Sons, Kashmere Gate, Delhi-6.	27.	Bahri Brothers, 188, Lajpat Rai Market, Delhi-6.	45.	Thacker Spink & Co. (1938) Private Ltd., 3, Esplanade East, Calcutta-1.
10.	Book Centre, Opp. Patna College, Patna.	28.	City Book-sellers, Sohanganj Street, Delhi.	46.	Hindustan Diary Publishers, Market Street, Secunderabad.
11.	J.M. Jaina & Brothers, Mori Gate, Delhi-6.	29.	The National Law House, Near Indore General Library, Indore.	47.	Laxami Narain Agarwal, Hospital Road, Agra.
12.	The Cuttack Law Times Office, Cuttack-2.	30.	Charles Lambert & Co., 101, Mahatma Gandhi Road, Opp. Clock Tower, Fort, Bombay.	48.	Law Book Co., Sardar Patel Marg, Allahabad.
13.	The New Book Depot, Connaught Place, New Delhi.	31.	A.H. Wheeler & Co. (P) (Ltd.), 15, Elgin Road, Allahabad.	49.	D.B. Taraporevala & Sons Co., Private Ltd., 210, Dr. Naoroji Road, Bombay-1.
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15.	The Central News Agency, 23/90, Connaught Circus, New Delhi.	33.	The Loyal Book Depot, Chhipi Tank, Meerut.	51.	S. Krishnaswamy & Co., P.O. Teppakulam, Tiruchirappalli-1.
16.	Lok Milap, District Court Road, Bhavnagar.	34.	The Goods Compansion, Baroda.	52.	Hyderabad Book Depot, Abid Road (Gun Foundry), Hyderabad.
17.	Reeves & Co., 29, Park Street, Calcutta-16.	35.	University Publishers, Railway Road, Jullundur City.		
18.	The New Book Depot, Modi No. 3, Nagpur.	36.	Students Stores, Raghunath Bazar, Jammu-Tawi.		

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